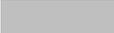


Reference: 20220253

02/08/2022



Dear 

Thank you for your Official Information Act request, received on 5 July 2022. You requested various information relating to the salaries of legal staff at the Treasury. I shall quote and respond to each part of your request below.

Information being released

Please provide the following information relating to salary for legal staff. I define legal staff as a role where a current practising certificate is required.

Salary steps or bands

Please provide all salary figures excluding the employer's Kiwisaver contribution.

1. Salary or salary bands/ranges for legal staff with 0 – 8 years of relevant legal experience. Please provide as much detail as possible.

- a. If there is a salary step or band for each year of experience, please provide the relevant salary amount to the respective level of experience.*

No such salary step exists. Instead, the specific roles sit within particular bands.

- b. If there is a salary band for a range of experience levels, please provide the full range of the band and the experience range it applies to, broken down into as much detail as possible.*

Provided in table below.

- c. If there are salary steps or bands for graduate, junior, and senior legal staff (or equivalent or similar titles), please provide the definition and applicable years of a experience for each level, and the salary steps or bands for each level. Please include any steps or bands within each role if applicable.*

Position	Band	Minimum	Maximum
Solicitor 1 (Graduate)	15	\$65,888	\$89,143
Solicitor 2 (Early Solicitor)	16	\$75,795	\$102,547

Senior Solicitor (Minimum 5+ years of experience)	18	\$109,550	\$148,215
Principal Solicitor (Minimum 10+ years of experience)	19	\$128,143	\$173,370
Manager (dependent on experience)	20	\$150,326	\$203,427

- d. *Please indicate whether there is a set increase in salary each year, if so what this increase is, or, if progression is not automatic, what is considered when deciding salary progression.*

The Treasury's remuneration strategy for all roles within the organisation aligns with pay guidance from the Public Service Commission, Te Kawa Mataaho, which is due to be reviewed at the end of 2022. Job evaluation is used to help determine the Total Remuneration (TR) remuneration range for each role and our remuneration ranges are reviewed annually. Permanent employees' remuneration is reviewed at least annually. Eligibility criteria for remuneration changes are reviewed and confirmed each year by the Treasury's senior leadership team.

Other financial benefits

2. *Do advertised salaries at your organisation include the employer's kiwisaver contribution?*

We currently do not include salary information in our job advertisements unless it is specifically requested by the hiring manager, in which case we would include the salary range specific to the role that is being advertised. The salary figures provided are based on total remuneration which does include the employer's Kiwisaver contribution.

3. *Please provide details on any other financial remuneration applicable to legal staff. For example, if your organisation provides a wellness subsidy, please provide a description of the payment, how frequently it is paid, and the amount.*

The Treasury offers health insurance assistance to employees across the organisation, as well as a number of health and wellbeing support that are not part of their total remuneration. These include vision care, health checks, flu injections, childcare allowance, employee assistance programme (EAP) and a wellbeing assistance contribution.

4. *Does your organisation pay legal staff monetary bonuses? If so, please provide the relevant policies around how any when bonuses are paid.*

Treasury utilises one-off achievement payments to reward staff across the organisation for going above and beyond the requirements of an individual's role. Particular rewards and recognition are applied in circumstances where teams and individuals have made a contribution above and beyond normal expectations of contribution, capability and behaviour. The Treasury's remuneration strategy, including our approach to one-off achievement payments, aligns with pay restraint guidance from the Public Service Commission, Te Kawa Mataaho.

5. *Does your organisation have an overtime policy for legal staff? If so, please provide this policy.*

The Treasury operates for all staff a flexible approach to when, where and how we work in order to meet customer, business and personal needs. In order to deliver the required outputs, employees may be required to be available to work additional hours with no additional payment. Employees understand and agree that there are genuine reasons, based on reasonable grounds, for the need to remain available to do so at times, and that the extent to which they must remain available is reasonable, having regard to section 67D of the Employment Relations Act 2000.

6. *Does your organisation have a time off in lieu policy for legal staff? If so, please provide this policy.*

In rare circumstances, the Treasury has the option to offer payment to employees who have worked hours over and above their contracted hours. The Treasury's flexible approach to work means that staff can take time off where additional hours have been worked.

Demographic details

7. *How many legal staff does your organisation employ?*

The total number of legal staff employed at the Treasury as of 5 July 2022 is 14.

8. *What are the titles of your legal staff and how many employees hold each title?*

Title	Number of employees who hold this title
Chief Legal Officer and Treasury Solicitor	1
Manager, Commercial and Finance	1
Manager, Public Law	1
Solicitor 1	0
Solicitor 2	3
Senior Solicitor	6
Principal Solicitor	2

Please note that this letter (with your personal details removed) and enclosed documents may be published on the Treasury website.

This reply addresses the information you requested. You have the right to ask the Ombudsman to investigate and review my decision.

Yours sincerely



Emma MacRae
Head of People Operations